

Mandatory Racial Justice and Boundaries Training

British Columbia Conference – United Church of Canada

Policy: Approved, BC Conference Pastoral Relations Committee– **May 4, 2015**

Preamble

Racial Justice and Boundaries training has been named as mandatory for all ministry personnel by General Council. Under the Effective Leadership Project, BC Conference has been granted the authority of oversight over this policy.

This policy describes how BC Conference ensures that all ministry personnel under its oversight comply with this requirement, and how to determine on an individual basis after due process when the requirement has not been met.

Procedure

Ministry Personnel must have completed the mandatory Racial Justice and Boundaries training in order to be eligible for call or appointment.

Procedure for Review

- The BC Conference Pastoral Relations Committee reminds all ministry personnel that they must take this training and asks that each minister provide evidence of completion of the training by a specified date.
- The name of any minister who has not provided this evidence by the specified date is reported to the BC Conference Pastoral Relations Committee.
- The BC Conference Pastoral Relations Committee decides this non-compliance raises an issue about the minister's recognition of the authority of the Conference and orders a review.
- The Conference informs the minister of its decision and invites the minister to attend a particular meeting with the Conference to address the issue. That meeting will be considered the "review".
- At the meeting, the minister (if present) is given an opportunity to speak to the issue before the BC Conference and Oversight Commission makes a decision.
- The BC Conference and Oversight Commission may decide to order the minister to complete the training within a set time period. During that time, the minister would not be in good standing. When and if the minister complies with the order to the Conference's satisfaction, the minister is restored to good standing.
- If the minister does not comply with the order, the BC Conference and Oversight Commission may recommend to the Conference Executive that the minister's name be placed on the Discontinued Service List (Disciplinary).

Procedure for Appeal

If a minister has reason to believe that they should be exempt from taking the mandatory Racial Justice and Boundaries training, they may appeal to the BC Conference Pastoral Relations Committee.

To appeal the decision, the minister must first notify their local Conference Minister (or Conference Personnel Minister if there is no Conference Minister). Next, they must write a letter that states the decision to appeal, and the reasons why they are appealing.

The BC Conference Pastoral Relations Committee may allow the appeal in which case it will communicate the decision with the Conference Personnel Minister, and the minister will be eligible for call or appointment. The BC Conference Pastoral Relations Committee may dismiss the appeal, in which case the decision of the BC Conference Pastoral Relations Committee will be the final decision of the Conference.